



**The
City Of Sacramento
Is Seeking A New
Chief Information Officer**

UNIQUE OPPORTUNITY

The City of Sacramento is seeking a collaborative, solution-oriented, experienced leader to serve as Chief Information Officer. This new technology leader for the city will be instrumental in guiding the city's IT governance structure, and ensuring that the city is in the forefront of evaluating and implementing technological advancements.

THE SACRAMENTO AREA

Sacramento's modern history began in 1839 when John Sutter settled at the confluence of the American and Sacramento Rivers. In 1848 – EUREKA! – Gold was discovered just 30 miles east of Sacramento. The discovery of gold led to the largest human migration in history. California became a state in 1850 and Sacramento its capital four years later. The area remains one of the fastest growing regions in the country. Sacramento County has a population of 1.3 million, with 437,000 residing within the Sacramento city limits. Approximately 620,000 Sacramento County residents live within the unincorporated areas of the county, making it second in size (among California counties) to only the unincorporated area of Los Angeles County.

Many factors contribute to the economic success of the region. A principal reason that Sacramento has retained its attractiveness is that it offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, low housing prices,

reasonable cost of living, and competitive salaries. The current median home price in the area is \$250,000.

In addition, the Sacramento region also offers amenities that are attractive to those with an active lifestyle. The Sierra Nevada Mountains, Lake Tahoe, Napa Valley and the Bay Area are just a short drive from Sacramento and offer an unlimited range of leisure opportunities. Educational opportunities are plentiful, with the Sacramento region being home to California State University - Sacramento; University of California at Davis; Sacramento City College and other community and four-year college programs.

Sacramento boasts the very exciting *Sacramento Kings* NBA basketball team, the *Sacramento Monarchs* of the WNBA, the Pacific Coast League champion *Sacramento River Cats* baseball team, the annual world-class *Dixieland Jazz Festival*, and many other recreational, entertainment and cultural activities. Historic *Old Sacramento*, and the *State Railroad Museum*, *Crocker Art Museum*, *Governor's Mansion*, *Sacramento Zoo*, *Sutter's Fort*, *Music Circus*, *Sacramento Convention Center*, *Golden State Museum* and the *State Capitol building* are other attractions located in the region.

DEPARTMENT OF INFORMATION TECHNOLOGY

The Department of Information Technology is responsible for providing the city with proactive leadership in developing citywide standards and

Department of Information Technology Mission

To enable the city to provide the highest levels of service to its customers through innovative information technology solutions.

policies; maintaining the city's common network infrastructure and enterprise applications; and in ensuring the security of the city's data and processes. The Department works collaboratively with city leadership, departments, vendors and other stakeholders to ensure that the city is supported by appropriate levels of information technology services, and coordinates with departments on a variety of plans for meeting their technology and training needs. Reporting to one of the city's three Deputy City Managers, the CIO oversees an operating budget of \$9.3 million and a staff of 62.

CHALLENGES AND PRIORITIES

City leaders have identified the following opportunities, challenges and priorities that will require the expertise, energy and commitment of the new Chief Information Officer:

Strategic Initiatives –The city maintains a “hybrid” organizational model, which consists of centralized and decentralized information technology staffs that maintain and deliver the city's information technology services. The new CIO must possess the ability to strategically balance the citywide infrastructure and technology needs with the individual priorities and concerns of the city departments. In addition, keeping abreast of changing

technology and proactively apprising city management and staff of beneficial and prudent technological advancements will be critical.

Website Presence – The city's vision of excellence and mission to serve customers is supported by the goal to provide residents and customers with a flexible website that allows for easy and convenient access to city services.

Utility Billing System Conversion – A major initiative currently taking place, with plans to be completed by September 2004, is the replacement of the city's utility billing system. This stand-alone, custom system is being converted to a Peoplesoft Enterprise system.

Finance/Human Resources System – By 2005, the vendor for the city's Finance/Human Resources system will no longer support the existing version of this system. The new CIO will need to facilitate and spearhead an effort to decide whether to upgrade the existing system or to purchase a new system.

Information Technology Strategic Plan – This three-year strategic plan articulates the city's mission and vision for information technology. It establishes a clear and consistent approach to implementing and maintaining the information technology infrastructure in support of the city's future direction. The CIO, along with the city's department heads, charter officers and Assistant City Manager, comprise a steering committee that developed the plan. This plan serves as the basis for meeting the needs of the customers (internally and externally), as well as the starting point for enhancing technology throughout the city.

Phone System Implementation –

The Information Technology Department is currently rolling out a VoIP system that, upon completion, will include 3,800 new phone units located throughout the city. Effectively managing the expenses and staff resources for this ongoing effort will be crucial.

9-1-1 Center – The city is constructing a new 9-1-1 center, and the CIO will play a coordinating role.

THE IDEAL CANDIDATE

The ideal candidate is an astute professional with previous experience as a CIO or IT Director. This proven leader will be an effective communicator who has a track record of building solid working relationships with management, peers and staff. In addition, he or she must be flexible, possess sound decision-making ability, and be politically astute.

EXPERIENCE AND EDUCATION

Substantial relevant experience, including significant supervisory or management experience in an information technology setting, is expected. In addition, a Bachelor's degree in public or business administration, computer science, operations research or information management is expected; a Master's degree and public sector experience are highly desirable.

PERSONAL ATTRIBUTES

In addition to the foregoing requirements, city leaders have identified the following additional abilities and skills that the ideal candidate will possess:

- A highly competent professional who has a broad base of technical

knowledge and managerial experience to be the city's technology leader

- Strong interpersonal skills and ability to win the trust and confidence of city leaders, peers, and staff
- Excellent reasoning skills, ability to avoid jumping to conclusions; knows when to seek direction from city leaders
- Visionary and innovative strategic thinker
- Values input from others; decisive once input is obtained
- Open, approachable, diplomatic and politically astute
- Conscientious of the needs of both internal and external customers
- Works collaboratively with stakeholder departments in accomplishing their goals, with due respect to the needs of the overall organization
- A facilitator of consensus and collaboration
- A team builder and mentor; committed to developing city technology staff to their fullest potential
- Flexible and unbiased, with a high level of integrity



COMPENSATION

Salary range up to \$134,353, DOQ

The city's excellent benefit program includes:

- Public Employees Retirement System (PERS 2% @ 55).
Management employees receive an additional seven percent of base pay to offset the cost of retirement contributions into PERS.
- Voluntary 457 deferred compensation plan
- 401(a) money purchase plan (city contributes four percent if employee contributes five percent)
- Flexible spending plan (medical and dependant care)
- 12 – 14 paid holidays and 12 days of sick leave
- Generous vacation allowance based on tenure
- City contribution toward IRC Section 125 cafeteria health and welfare benefits, including medical, dental, life, and disability insurance
- Employee assistance programs



APPLICATION AND SELECTION PROCEDURE

To be considered for this challenging and rewarding career opportunity, please submit your resume, list of three work-related references and current salary by **Friday, April 30, 2004**. Resume should reflect years **and** months of positions held, as well as size of staff and budgets you have managed. Forward your materials to:



David Harris
Shannon Executive Search
241 Lathrop Way
Sacramento, CA 95815
Tel: (916) 263-1401
Fax: (916) 561-7205
E-mail: resumes@cps.ca.gov
Website:
www.cps.ca.gov/search

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be invited to participate in a preliminary screening interview with the consultants by mid-May. The city will then select semi-finalists to participate in city interviews in early June. An appointment is expected in late June, after follow-up interviews with finalists and extensive reference/background checks to be coordinated with the candidates. For additional information about this opportunity, please contact Christine Iams or David Harris.

Visit the City of Sacramento website at:
www.cityofsacramento.org

